



Appendix 3

Form to be used for the Full Equalities Impact Assessment

Service Area: Community Services		Section: Grant review	Date of Initial assessment: 21 October 2022	Key Person responsible for assessment: Paula Redway	Date assessment commenced: 1 April 2022
Name of Policy to be assessed:		Grant allocations to community and voluntary organisations 2023-24			
1. In what area are there concerns that the policy could have a differential impact		Race ✓		Disability ✓	
		Gender reassignment ✓		Religion or Belief ✓	
		Sex ✓		Pregnancy and Maternity ✓	
Other strategic/ equalities considerations		Safeguarding/ Welfare of Children and vulnerable adults ✓ Housing and Homelessness Strategy ✓		Anti-Racism Charter ✓ Oxford City Council Corporate Strategy ✓	
2. Background: Give the background information to the policy and the perceived problems with the policy which are		In 2021, a strategic review of Oxford City Council's community grants programme was undertaken in order to improve the efficiency, effectiveness, reach and impact of the grants. Given the consequences of the pandemic there was a strong equalities focus within the review. In essence the review itself was an in depth Equalities Impact Assessment of the previous grant management arrangements. As a result of the review, previous grant streams were combined into one new holistic one – the Oxford Community Impact Fund. Whilst a report on the impact of the first full year			

<p>the reason for the Impact Assessment.</p>	<p>of the grant is not due until Autumn 2023, measuring the equalities impact started at the commencement of the new grant process as it formed an integral and compulsory part of the grant scoring system.</p>
<p>3. Methodology and Sources of Data:</p> <p>The methods used to collect data and what sources of data</p>	<p>The data used was supplied by grant applicants who confirmed, as part of the application process, which communities of geography, interest and identity – including those with protected characteristics – would be positively impacted if they were awarded funding. The data is illustrated in the pie charts in Appendix 2.</p>
<p>4. Consultation</p> <p>This section should outline all the consultation that has taken place on the EIA. It should include the following.</p> <ul style="list-style-type: none"> • Why you carried out the consultation. • Details about how you went about it. • A summary of the replies you received from people you consulted. • An assessment of your proposed policy (or policy options) in the light of the responses you received. • A statement of what you plan to do next 	<p>The consultation took place with all of the grant applicants as part of the grant decision making process. Giving details about how the grant would help to reduce inequalities in the city was a compulsory question. The summary of the replies given by the successful grant applicants is illustrated in the pie chart in Appendix 2.</p> <p>As the illustrations confirm, the balance of grant allocations reflect the diversity of the city including the people and places facing the greatest inequalities.</p> <p>Here is the summary of how the grant review was implemented to mitigate key equalities related points raised during the initial grant review consultation process:</p> <p>Less grant money available for project delivery</p> <ul style="list-style-type: none"> • Commissioning services contracts are being continued with organisations who work directly with those most in need (advice centres, domestic abuse and rough sleeping and single homelessness services etc.) • The grant criteria prioritise projects which reduce inequalities • The grant criteria add weight to applications that lever in additional funding • The grant criteria encourages partnership bids to share resources, reduce duplication and increase reach

The grant application and monitoring processes were previously a barrier to access for some groups including those for whom English isn't their first language

- The new Community Impact Fund application process has been streamlined using plain English and avoiding jargon
- Regular support is given to explain how to apply for the grants including going through the application form and answering any questions applicants may have. Answers to the questions are then added to a Frequently Asked Questions list on the Community Impact Fund page online
- Applications and monitoring information can be made/given in different ways including different languages and different formats e.g. video submissions

Some groups are unaware of the funding available

- Funding calls have been more widely targeting underrepresented groups
- Locality managers are helping to promote grants in the community

<p>5. Assessment of Impact: Provide details of the assessment of the policy on the six primary equality strands. There may have been other groups or individuals that you considered. Please also consider whether the policy, strategy or spending decisions could have an impact on safeguarding and / or the welfare of children and vulnerable adults</p>	Race	Disability	Age
	Positive impact	Positive impact	Positive impact
	Gender reassignment	Religion or Belief	Sexual Orientation
	Positive impact	Positive impact	Positive impact
	Sex	Pregnancy and Maternity	Marriage & Civil Partnership
	Positive impact	Positive impact	Positive impact
	<p>The actions and mitigations above have led to a variety of projects being funded which are designed to have a positive impact for those most in need including those with protected characteristics who have been most impacted by the pandemic.</p> <p>As a result, 43% of the applications to the Big Ideas strand of Community Impact Fund were from new-comers to Community Services funding with 26% of applications from first time applicants being awarded funding for three years.</p>		
<p>6. Consideration of Measures: This section should explain in detail all the consideration of alternative approaches/mitigation of adverse impact of the policy</p>	<p>Whilst the report options include amending the criteria to give higher scores to projects which directly address the cost of living crisis which has escalated since the grant review, this would reduce the scope of funded projects and therefore reduce the opportunity for people to benefit from projects which could help them avoid getting into a crisis situation in the first place.</p> <p>Whilst the report options include amending the criteria to give higher scores to projects and/or those who demonstrate how their organisation is being developed more intrinsically to meet the agreed criteria, this could penalise smaller, often more diverse, grass roots organisations who don't have the budgets or capacity available for more intrinsic organisational development.</p>		

6a. Monitoring Arrangements: Outline systems which will be put in place to monitor for adverse impact in the future and this should include all relevant timetables. In addition it could include a summary and assessment of your monitoring, making clear whether you found any evidence of discrimination.	The impact of the grants will be monitored via qualitative and quantitative monitoring including: <ul style="list-style-type: none"> • Statistical information relating to beneficiaries • Learning sessions to share best practice, identify and mitigate gaps • Impact monitoring over a longer period of time including case studies, photos, videos etc. • An annual report will come to cabinet reviewing the previous year and proposing any changes to the criteria 				
7. Date report signed off:	25 November 2022				
8. Conclusions: What are your conclusions drawn from the results in terms of the policy impact	The conclusion is to adopt the report recommendations not to alter the grant assessment criteria. Instead we recommend that applicants are requested to provide information regarding organisational development and their response to the cost of living crisis in a voluntary capacity as part of project monitoring for grants awarded in 2022-23 and for this to be made obligatory for grants awarded in 2023-24. This information can then be considered as part of the cabinet report in autumn 2023 when the impact of the funding for the financial year 2022-23 is considered more fully.				
9. Are there implications for the Service Plans?	NO	10. Date the Service Plans will be updated	NA	11. Date copy sent to Equalities Lead Officer	NA
.13. Date reported to Scrutiny and Executive Board:	25 November 2022	14. Date reported to Scrutiny Committee:	25 November 2022	12. The date the report on EqIA will be published	6 December 2022

Signed (completing officer)



Signed (Lead Officer)

Please list the team members and service areas that were involved in this process:

Paula Redway – Culture and Community Development Manager
Lee Mwaidza – Grants and External Fundraising Officer